

SCHOOL IMPROVEMENT PLAN

[Required for all schools]

The school improvement and professional development plans are developed once immediate needs are identified. The plans are developed from these needs and are the filter through which most decisions are made. The school improvement plan and professional development plan drive all aspects of continuous improvement efforts for the school.

1. Develop school improvement plan goals from the identified priorities. Based on your review of data, goals may be:
 - a. A continuation of existing goals and/or
 - b. New goals based on areas where improvement is needed immediately.
2. Develop a professional development plan, basing professional development goals on:
 - a. Strategies in the school improvement plan.
 - b. Other areas, apart from the improvement plan, where professional development is a priority.
3. Identify and note possible funding sources from local, state, and federal resources that may support the plan(s).

Possible Funding Sources		
Title IA Title II Title III Title IV School Improvement (SIG)	McKinney-Vento High Ability Early Literacy Twenty-first Century After School Program Rural and low-income schools	General funds Head Start

Using the Goal Template

Goals

Are a result of identified priorities (where improvement is needed immediately)

Are based on a three-year plan, starting with the current year (Goal 1) and followed by succeeding years ("Yr 2" and "Yr 3")

Evidence-Based Strategy

A strategy is a specific plan of action to accomplish a goal. Strategies must be supported by evidence considered to be strong or moderate. Find out about evidence-based interventions [HERE](#). In the school improvement plan, check if professional development is needed to successfully implement the strategy. These activities may be replicated and expanded on in the professional development plan

GOAL TEMPLATE

GOAL (EXAMPLE)

Goal	<i>Example: By the end of the 2021-2022 school year, the ILEARN ELA proficiency rate will be 26%, which reflects a 7.5% annual increase.</i>		
Sub-Group focus	SpEd/ ELL		
The Strategies we are going to implement are	Gradual release, Data driven practices, and writing workshops		
To address the Root Cause	Learning loss following COVID-19 and a lack of specialized programs targeting reading comprehension and fluency.		
Which will help us meet this student outcome Goal*	By encouraging data proven practices in ELA and reading to help us reach our ILEARN ELA Goal of 26% proficiency rate.		
How Will We Get There?			
Evidence Based Strategies to Address Problems	Supporting Research for Strategy	Who is Accountable for Strategy?	Timeline
<i>Gradual Release</i>	<i>McVee, M.B., Ortlieb, E., Sharpies Reichenger, J., & Pearson, P.D. (August 2019). The Gradual Release of Responsibility in Literacy Research and Practice. Emerald Publishing Limited. DOI: 10.1108/S2048-0458201910.</i>	<i>Administration and teachers</i>	<i>September 2021 - May 2022</i>
Link additional information here (if necessary) →			

STRATEGY TEMPLATE

Strategy (EXAMPLE)	Gradual Release					
What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)						
Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status

Model GRR	Admin has been modeling during meetings how to use Gradual Release Responsibility during the presentation. Modeling the I do, We do, They do, and You do during the presentation.	Admin	Lesson Plans	PowerPoint	5.24.2 024	In Progress ▾
Mini-lesson focus with GRR	Teachers were given a new lesson plan template and asked to focus on the comprehension section in ELA and mini-lesson in Eureka and complete the gradual release of responsibility	Teachers	Lesson Plans	GRR template	5.24.2 024	In Progress ▾
Lesson Plan template with GRR	Teachers were given a new lesson plan template based on their grade level bands that includes the gradual release responsibility	Admin and teachers	Lesson Plans	GRR LP template	5.24.2 024	Completed ▾

To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?	
How has student achievement been impacted? What is the evidence?	
How will implementation be adjusted and/or supported moving into next year?	
Link additional information here (if necessary) →	

SCHOOL IMPROVEMENT PLAN GOAL AND STRATEGIES TEMPLATE

GOAL	
Goal	<i>By the end of the 2025- 2026 school year, the SAT rate will grow 5.8% from 14.2% through improving the student collaboration score around content from 30.5% to 50% as evidenced through Walkthrough observations.</i>

Sub-group focus	SpEd/At Risk Students/ ELL
The strategies we are going to implement are	NWEA Data driven practices/ Collaboration Strategies, curriculum map realignment to include collaboration
To address the root cause	Learning loss following COVID-19 and a lack of communication skills due to the use of technology after Covid.
Which will help us meet this student outcome goal*	By encouraging and educating student collaboration practices in classes to reach the SAT Goal of 20%.

How Will We Get There?

Evidence Based Strategies to Address Problems	Supporting Research for Strategy	Who is Accountable for Strategy?	Timeline
Collaboration Strategies	https://www.facultyfocus.com/articles/faculty-development/using-collaborative-learning-to-elevate-students-educational-experiences/ https://teaching.cornell.edu/teaching-resources/active-collaborative-learning/collaborative-learning https://sirblois.wordpress.com/wp-content/uploads/2016/09/cooperative-learning-activities.pdf	Administration and teachers	August 2025 - May 2026
NWEA Data Driven Practices during team meetings	https://www.nwea.org/map-growth/ https://www.nwea.org/news-center/nwea-news/indiana-department-of-education-approves-nwea-for-use-under-the-formative-assessment-grant/	Administration and Teachers	August 2025- May 2026
Curriculum Map updates	https://www.in.gov/doe/students/indiana-academic-standards/	Teachers	August 2025- May 2026

Link additional information here (if necessary) →			

Strategy #1	Collaboration Strategy					
What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)						
Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
Model Collaboration Strategies and class lesson expectations	Administrators and through gradual release, department chairs, will be modeling the collaboration strategies for the full faculty in PLC's and in department meetings.	Admin	Administration observations and walkthrough data	PowerPoint/instructional manipulatives	8-2025 to 5-30-2026	In Progress ▾
Collaboration strategies observed in classes	Admin will conduct walkthrough observations and give feedback to teachers	Admin	Walkthrough observations	Computer, IPAD, Cell phone	8-2025 to 5-30-2026	In Progress ▾
						Choose ▾
To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?						
How has student achievement been impacted? What is the evidence?						

How will implementation be adjusted and/or supported moving into next year?	
Link additional information here (if necessary) →	

Strategy #2	NWEA Data Dive in Team Meetings					
What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)						
Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
NWEA Data Dive in team meetings	Teachers were given a new NWEA template to analyze and track student standards progress, purposeful group sets, additional academic MTSS interventions, and to plan for collaborative strategies structures.	Teachers	Lesson Plans	NWEA Data Tracker	8-2025 to 5-30-2026	In Progress ▾
						Choose ▾
						Choose ▾
To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?						
How has student achievement been impacted? What is the evidence?						
How will implementation be adjusted and/or supported moving into next year?						

Link additional information here
(if necessary) →

Strategy #3	Curriculum Map Updates
--------------------	-------------------------------

What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)

Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
Curriculum Map Updates	Teachers will be meeting during professional development days to update the current curriculum map to include student collaboration and changes to the new graduation requirements.	Teachers	Curriculum Map	Curriculum Map	8-2025 to 5-30-2026	In Progress ▾
						Choose ▾
						Choose ▾

To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?

How has student achievement been impacted? What is the evidence?

How will implementation be adjusted and/or supported moving into next year?

Link additional information here
(if necessary) →

PROGRESS INDICATORS TEMPLATE

[Required for all schools]

PROGRESS INDICATORS				
Check-in Schedule	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Key Performance Indicator (Assessment)	FCHS Walkthrough Tool	FCHS Walkthrough Tool	FCHS Walkthrough Tool	FCHS Walkthrough Tool
Results				
On Track to Meet Goals?				
Strengths				
Areas for Growth				
Next Steps				
Link additional information here (if necessary) →				

GOAL			
Goal	<i>By the end of the 2025- 2026 school year, the SAT rate will grow 5.8% from 14.2% by improving the student evidence of learning rate by managing questions sets from 6.9 % to 40% as evidenced through Walkthrough observations.</i>		
Sub-group focus	SpEd/At Risk/EL		
The strategies we are going to implement are	DOK Level Question PD, revise test questions to include rigor, revise curriculum map		
To address the root cause	Learning gap due to Covid, lack of knowledge		
Which will help us meet this student outcome goal*	To instruct and encourage the use of DOK level 3 and 4 level questions in classes to prepare students to take the SAT and reach the goal of an SAT rate of 20%.		
How Will We Get There?			
Evidence Based Strategies to Address Problems	Supporting Research for Strategy	Who is Accountable for Strategy?	Timeline
DOK level Questions	https://static.pdesas.org/content/documents/m1-slide_19_dok_wheel_slide.pdf https://files.eric.ed.gov/fulltext/ED565865.pdf https://keepindianalearning.org/dok-assessments/ https://www.structural-learning.com/post/w ebbs-depth-of-knowledge Teach Like a Champion 2.0 by Doug Lemov pg. 313-to 340. Classroom Instruction that works -Research based strategies for increasing Student Achievement: Robert Marzano	Admin/Teachers	August 2025- May 2026

	pg. 111 to pg. 120.		
Revise Classroom Test Questions to include rigor	https://keepindianalearning.org/dok-assessments/ https://www.marzanoresources.com/free-resources/instruction/rtr/	Teachers	August 2025- May 2026
Revise Curriculum Map	https://www.in.gov/doe/students/indiana-academic-standards/	Teachers	August 2025- May 2026
Link additional information here (if necessary) →			

Strategy #1	Include DOK Level Questions					
What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)						
Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
Model DOK level Questions	Administrators and through gradual release, department chairs, will be modeling the DOK level questions for the full faculty and in department meetings.	Admin/ Teachers	Admin observations and walkthrough data	Powerpoint Assessments, Question Sets, DOK level wheel	August 2025- May 2026	Not St... ▾
Model the TEAM norms for teachers	Administrators and a few teachers will model TEAM norms and introduce the M for managing assessment sets.	Admin	Admin walkthrough observations	Powerpoint, Teacher presentation materials	August 2025- May 2026	Not St... ▾

						Choose ▾
To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?						
How has student achievement been impacted? What is the evidence?						
How will implementation be adjusted and/or supported moving into next year?						
Link additional information here (if necessary) →						

Strategy #2	Revise Classroom Test Questions to Include Rigor					
What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)						
Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
Revise Classroom Test Questions to include rigor	Teachers will meet during PLC Days to revise test questions to increase DOK level to 3 or 4 and then create collaboration structures for students to show evidence of learning.	Admin/ Teachers	Admin observations and walkthrough data/lesson plans	Powerpoint Assessments , Question sets, Collaborative learning note	August 2025- May 2026	In Progress ▾

						Choose ▾
						Choose ▾
To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?						
How has student achievement been impacted? What is the evidence?						
How will implementation be adjusted and/or supported moving into next year?						
Link additional information here (if necessary) →						

Strategy #3	Revise Curriculum Map to include rigor					
What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)						
Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
Revise during PD in August	Revise the Curriculum Map to include rigor. Meet by	Admin/Teachers	Admin observations	Curriculum Map,	August 2025- May 2026	In ... ▾

the Curriculum Map	Departments and determine updates during Professional Development days. Rationale due to the new graduation diploma and due to task, standards, and student learning activity alignment to include rigor in assessments and in student collaboration.		and Principal Approval for revisions Track completions of departments curriculum maps	Standards, Collaboration notes		
Admin Follow-up	Admin attend Curriculum map meetings to assist with resources and Diploma updates.	Admin/Teachers	Principal Approval for Revisions Track completion of departments curriculum maps	Curriculum map Excel sheet to track Department Progress	August 2025-May -30 2026	No... ▾
						Ch... ▾

To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?	
How has student achievement been impacted? What is the evidence?	
How will implementation be adjusted and/or supported moving into next year?	
Link additional information here (if necessary) →	

PROGRESS INDICATORS TEMPLATE

[Required for all schools]

PROGRESS INDICATORS				
Check-in Schedule	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Key Performance Indicator (Assessment)	Walkthrough Data	Walkthrough Data	Walkthrough Data	Walkthrough Data
Results				
On Track to Meet Goals?				
Strengths				
Areas for Growth				
Next Steps				

Link additional information here
(if necessary) →

GOAL

Goal	<i>By the end of the 2025- 2026 school year, the SAT rate will grow 5.8% from 14.2% by improving the student classroom learning environment from 24.4% to 50% as evidenced through Walkthrough observations.</i>
Sub-group focus	SpEd, At Risk. EL
The strategies we are going to implement are	PBIS
To address the root cause	PBIS currently is antiquated and is need of update for consistency of behavioral /academic expectations throughout the school
Which will help us meet this student outcome goal*	The PBIS program will increase student engagement and build a more positive culture that can have a positive impact on the student learning environment that can lead to an increase in SAT scores.

How Will We Get There?

Evidence Based Strategies to Address Problems	Supporting Research for Strategy	Who is Accountable for Strategy?	Timeline
PBIS	https://www.pbis.org/pbis/what-is-pbis https://www.in.gov/doi/files/Indicator-4-Monitoring-and-Compliance-Guide.pdf https://pbis.indiana.edu/framework/how-it-works.html The First Days of School by Harry K.	Admin/Department Chairs	August 2025-May 2026

	<p>Wong and Rosemary T. Wong</p> <p>https://www.pbis.org/video/integrating-academic-social-emotional-behavioral-and-mental-health-supports-for-student-need</p>		
Teachers teach expectations to students	<p>https://www.pbis.org/pbis/what-is-pbis https://www.in.gov/doi/files/Indicator-4-Monitoring-and-Compliance-Guide.pdf https://pbis.indiana.edu/framework/how-it-works.html</p> <p>The First Days of School by Harry K. Wong and Rosemary T. Wong</p> <p>https://www.pbis.org/video/integrating-academic-social-emotional-behavioral-and-mental-health-supports-for-student-need</p> <p>Wise lessons</p>	Admin/Teachers	August 2025-May 2026
<p>Link additional information here (if necessary) →</p>			

Strategy #1	PBIS Purpose of school wide Positive Behavior Intervention System with Introduction and examples
What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)	

Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
PD introducing PBIS	Admin presents the purpose of PBIS and how it aligns to student achievement and school expectations. Admin gives examples of PBIS system.	Admin.	Walkthrough Data	PBIS Matrix, Powerpoint	August 2025-September 2025	In... ▾
						N... ▾
						C... ▾
To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?						
How has student achievement been impacted? What is the evidence?						
How will implementation be adjusted and/or supported moving into next year?						
Link additional information here (if necessary) →						

Strategy #2 PLC Meetings: Purpose: Collaboration of PBIS school areas construction by teachers

What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)

Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
PLC Meetings Purpose: Collaboration of PBIS school areas construction by teachers	Admin creates PLC agenda with teachers applying the PBIS acronym PRIDE to areas of the school. And introduction of Token economy Wildcat Bucks application	Admin/Teachers	Walkthrough Data	PBIS Matrix, Powerpoint	August 2025-May 2026	Choose ▾
						Choose ▾
						Choose ▾

To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity evidence of this?

How has student achievement been impacted? What is the evidence?

How will implementation be adjusted and/or supported moving into next year?

Link additional information here
(if necessary) →

Strategy #3		Teacher teach PBIS expectations in WISE				
What actions will we take to implement the improvement strategy? (specific, actionable activities that lead to the completion of the strategy identified)						
Activity (Action Step)	Activity Description	Position Responsible	Measurement	Resources Needed	Timeline	Status
Teacher teach PBIS expectations in WISE	Teachers teach the expectations of PBIS to students during WISE classes through WISE lessons	Teachers	Walkthrough Data	PBIS Matrix /Wise lessons	8-2025 to 5-30-2026	Cho... ▾
PLC Meeting to follow up on progress and introduction of fidelity tool by Admin	Administration reviews the PBIS Fidelity tool to the teachers and informs teachers of the Walkthrough Data update	Admin/Teachers	Walkthrough Data /PBIS Fidelity Tool	Fidelity tool /PBIS Matrix		Cho... ▾
Follow up by Admin - Walkthrough observations	Administration visits classrooms to view fidelity of PBIS expectations.	Admin.	Walkthrough Data/PBIS Fidelity Tool	PBIS Matrix	August 2025-May 2026	Cho... ▾
To what extent has the strategy been implemented? What about the process went well, or not? What is the adult fidelity						

evidence of this?	
How has student achievement been impacted? What is the evidence?	
How will implementation be adjusted and/or supported moving into next year?	
Link additional information here (if necessary) →	

PROGRESS INDICATORS TEMPLATE

[Required for all schools]

PROGRESS INDICATORS				
Check-in Schedule	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Key Performance Indicator (Assessment)				
Results				
On Track to Meet Goals?				
Strengths				
Areas for Growth				
Next Steps				
Link additional information here (if necessary) →				

PROFESSIONAL DEVELOPMENT PLAN

[Required for all schools]

Professional development and training are not the same. Training involves a short-term goal that has an immediate impact on some aspect of a job, such as learning to use an on-line gradebook or attendance program. Professional development is career focused and impacts a worker's effectiveness in performance. Development occurs over time and requires job-embedded coaching and collaboration.

Write professional development goals below. These should connect with and support the school improvement plan.

Professional Development Goal(s)	<p>Teachers will implement a collaborative learning approach into instruction so that students are collaborating about the content of at least one segment of the class every single day as measured by administration walkthroughs and teacher lesson plans beginning 9/1/2025 to 4/30/2026.</p> <p>If no evidence is found from the lesson plans or walkthrough observation that teacher will receive a 0</p> <p>If some evidence is found from the lesson plans or walkthrough observation that teacher will receive a 3</p> <p>If most evidence is found from the lesson plans or walkthrough observation that teacher will receive a 5.</p> <p>One segment is defined as: no less than 5 minutes and no more than 20 minutes. Not to include assessment days.</p>
Is professional development linked to SIP goals?	Yes ▾
Possible Funding Sources	Powerpoint, textbook materials, project- based learning materials.
Plan for coaching and support during the learning process	Administration modeling collaboration techniques, research based evidence provided, teachers provide modeling of practices, and DOK level training for Rigorous Question Sets

Evidence of Impact	By the end of the 2025- 2026 school year, the SAT rate will grow 5.8% from 14.2% through improving the student collaboration rate around content from 30.5% to 50% as evidenced through Walkthrough observations.
How will effectiveness be sustained over time?	Continuous improvement through modeling of collaboration strategies and implementation in classrooms with an increase in the rigor of questions sets. And updates made to the Curriculum Map.
Link additional information here (if necessary) →	